

EEO/NO FEAR ACT Statistical Report

Department of Education Employment Discrimination Complaint Statistics as required by Title III of the (No Fear Act) Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002.

	1999	2000	2001	2002	2003	2004 Q1	2004 Q2	2004 Q3	2004 Q4
Number of Complaints	83	68	50	45	41	52	61	69	79
Number of Filers	34	23	18	29	27	11	9	8	10
Number of Repeat Filers						4	2	3	9
Basis of Complaint									
Race	25	14	11	15	10	8	6	5	5
Color	0	0	0	0	8	4	2	1	1
Religion	0	0	2	2	1	0	0	0	0
National Origin	10	1	4	4	13	1	0	0	2
Sex	10	16	8	13	13	4	2	1	4
Disability	12	5	1	11	7	4	1	0	4
Age	9	29	1	3	5	1	1	2	2
Reprisal	23	8	7	17	18	4	2	3	7
Issue of Complaint									
Appointment/Hire	1	0	1	1	0	0	0	0	0
Assignment of Duties	5	4	3	3	5	2	1	1	1
Awards	0	9	2	3	6	0	2	1	0
Conversion to Full Time	0	0	0	0	0	0	0	0	0
Disciplinary Actions	2	6	4	9	2	0	1	2	0
Duty Hours	2	0	0	1	5	0	0	0	0
Evaluation/Appraisal	5	2	2	5	5	4	2	2	3
Examination/Test	0	0	0	0	0	0	0	0	0
Harassment (sexual)	0	0	0	0	0	0	0	1	0
Harassment (non-sexual)	2	5	5	7	5	2	3	0	4
Medical Examination	N/A	0	0	0	0	0	0	0	0
Pay	0	3	0	2	0	0	1	0	0
Promotion/Non-selection	49	18	11	13	2	5	6	4	3
Reassignment (denied)	0	2	0	5	3	0	0	1	2
Reassignment (directed)	0	0	0	2	0	0	1	1	0

Reasonable Accommodation	11	4	1	8	5	1	1	0	3
Reinstatement	0	4	0	0	0	0	0	0	0
Retirement	0	0	1	0	0	0	0	0	0
Termination	1	0	0	4	1	0	0	0	0
Terms/Conditions of Employment	0	4	0	4	6	2	2	0	2
Time & Attendance	4	2	1	5	5	0	2	0	0
Training	4	5	2	3	3	1	1	1	1
Other	4	0	6	0	5	5	4	3	3
Processing Time									
Average Length of Time for Each Step in the Process									
Investigation	322.5	194.3	259.52	233.92	197.33	100	193.33	178.33	189
Final Agency Decision	0	1079.70	774.13	784.90	944.13	337	597	659	368
Number of Complaints Dismissed and the Average Time They Were Pending When Dismissed	24, 768.71	5, 615.40	4, 572.8	6, 696.17	6, 349.50	0	0	0	2 239.5
Final Agency Actions Involving Discrimination (FADs and AJ decisions)	0	0	0	0	0	0	0	1	0
Findings of Discrimination Sorted by Basis and Whether There was a Hearing	0	0	0	0	0	0	0	0	0
Race (hearing)	0	0	0	0	0	0	0	0	0
Race (no hearing)	0	0	0	0	0	0	0	0	0
Color (hearing)	0	0	0	0	0	0	0	0	0
Color (no hearing)	0	0	0	0	0	0	0	0	0
Religion (hearing)	0	0	0	0	0	0	0	0	0
Religion (no hearing)	0	0	0	0	0	0	0	0	0
National Origin (hearing)	0	0	0	0	0	0	0	0	0
National Origin (no hearing)	0	0	0	0	0	0	0	0	0
Sex (hearing)	0	0	0	0	0	0	0	0	0
Sex (no hearing)	0	0	0	0	0	0	0	0	0
Disability (hearing)	0	0	0	0	0	0	0	1	0
Disability (no hearing)	0	0	0	0	0	0	0	0	0

Age (hearing)	0	0	0	0	0	0	0	0	0
Age (no hearing)	0	0	0	0	0	0	0	0	0
Reprisal (hearing)	0	0	0	0	0	0	0	1	0
Reprisal (no hearing)	0	0	0	0	0	0	0	0	0
Findings of Discrimination Sorted by Issue and Whether There was a Hearing	0	0	0	0	0	0	0	0	0
Appointment/Hire (hearing)	0	0	0	0	0	0	0	0	0
Appointment/Hire (no hearing)	0	0	0	0	0	0	0	0	0
Assignment of Duties (hearing)	0	0	0	0	0	0	0	0	0
Assignment of Duties (no hearing)	0	0	0	0	0	0	0	0	0
Awards (hearing)	0	0	0	0	0	0	0	0	0
Awards (no hearing)	0	0	0	0	0	0	0	0	0
Conversion to Full Time (hearing)	0	0	0	0	0	0	0	0	0
Conversion to Full Time (no hearing)	0	0	0	0	0	0	0	0	0
Disciplinary Actions (hearing)	0	0	0	0	0	0	0	0	0
Disciplinary Actions (no hearing)	0	0	0	0	0	0	0	0	0
Duty Hours (hearing)	0	0	0	0	0	0	0	0	0
Duty Hours (no hearing)	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal (hearing)	0	0	0	0	0	0	0	1	0
Evaluation/Appraisal (no hearing)	0	0	0	0	0	0	0	0	0
Examination/Test (hearing)	0	0	0	0	0	0	0	0	0
Examination/Test (no hearing)	0	0	0	0	0	0	0	0	0
Harassment (sexual) (hearing)	0	0	0	0	0	0	0	0	0
Harassment (sexual) (no hearing)	0	0	0	0	0	0	0	0	0
Harassment (non-sexual) (hearing)	0	0	0	0	0	0	0	0	0
Harassment (non-sexual) (no hearing)	0	0	0	0	0	0	0	0	0
Medical Examination (hearing)	0	0	0	0	0	0	0	0	0
Medical Examination (no hearing)	0	0	0	0	0	0	0	0	0
Pay (hearing) (no hearing)	0	0	0	0	0	0	0	0	0
Pay (no hearing)	0	0	0	0	0	0	0	0	0
Promotion/Non-selection (hearing)	0	0	0	0	0	0	0	0	0
Promotion/Non-selection (no hearing)	0	0	0	1		0	0	0	0
Reassignment (denied) (hearing)	0	0	0	0	0	0	0	0	0
Reassignment (denied) (no hearing)	0	0	0	0	0	0	0	0	0

Reassignment (directed) (hearing)	0	0	0	0	0	0	0	0	0
Reassignment (directed) (no hearing)	0	0	0	0	0	0	0	0	0
Reasonable Accommodation (hearing)	0	0	0	0	0	0	0	0	0
Reasonable Accommodation (no hearing)	0	0	1	0	0	0	0	0	0
Reinstatement (hearing)	0	0	0	0	0	0	0	0	0
Reinstatement (no hearing)	0	0	0	0	0	0	0	0	0
Retirement (hearing)	0	0	0	0	0	0	0	0	0
Retirement (no hearing)	0	0	0	0	0	0	0	0	0
Termination (hearing)	0	0	0	0	0	0	0	0	0
Termination (no hearing)	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment (hearing)	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment (no hearing)	0	0	0	0	0	0	0	0	0
Time & Attendance (hearing)	0	0	0	0	0	0	0	0	0
Time & Attendance (no hearing)	0	0	0	0	0	0	0	0	0
Training (hearing)	0	0	0	0	0	0	0	0	0
Training (no hearing)	0	0	0	0	0	0	0	0	0
Other (hearing)	0	0	0	0	0	0	0	1	0
Other (no hearing)	0	0	0	0	0	0	0	0	0
Number of Pending Complaints That Were Filed in Prior Fiscal Years	103	85	68	48	45	41	41	41	41
Number of Individuals Who Filed Pending Complaints in Prior Fiscal Years									
Number of Complaints in Current Fiscal Year That Have Been in Investigative Phase for More Than 180 Days	49	15	15	8	16	0	3	1	1